

# FREDERICK COUNTY HUMAN RELATIONS COMMISSION

CITIZENS SERVICES BUILDING

401 Sagner Ave.

Frederick, MD 21701

## **Minutes of the June 25, 2019 Meeting**

- I. The meeting was held at Winchester Hall, and called to order by Chair Mari Lee. An invitation was extended to recite the Pledge of Allegiance.
- II. The following members were present: Mari Lee, Lisa Clark, Francisco Alves, Lee Whisner, Michael Baran, Georgette Hughes, Marguerite Vacca-Kaye, Paula Glascoe, and Chris Isleib. FPD Lt. Joe Hayer and FPD Corporal Kevin Forrest, Elaina Lyons, Michael Planz, and HRC applicant Cindy Shubin were present.
- III. Elaina Lyons, Fundraising & Marketing Director and Michael Planz, Chief Executive Officer from Community Living, Inc. (CLI) were the guest speakers. They explained that Community Living was founded in 1979 and serves individuals with intellectual and developmental disabilities, including Down's syndrome and autism. Starting with 4 group homes, CLI now operates 26. 160 individuals are being served at this time. All residents work a regular job, attend day programs, or are retired and involved in the agency's Retirement Our Way (ROW) day program. Community Living carries out its name in that every individual participates as fully in their community as abilities allow. Community Living provides a wide array of vocational services to help clients find jobs. It has a day program for the retired senior citizens with developmental disabilities that it serves. CLI receives financial support from the Maryland Developmental Disabilities Administration (DDA), and through fundraising and donations. Its big annual gala will take place on October 26, and the HRC was asked to consider contributing.
- IV. Lt. Hayer summarized FPD's annual report on its recruitment and hiring of police officers. All members of the HRC had been previously furnished with a copy of the report. In 2018 the City of Frederick had approximately 70,000 residents and received 106,000 calls for service. The department has 149 sworn and certified police officers. The application process complies with all

requirements of Maryland state law; this results in a number of automatic disqualifiers, including specific types of drug use and criminal convictions.

FPD staff went to 26 different locations to recruit in 2018, but has found that the most productive way to recruit is online. In 2018 FPD had 30 open police officer positions, and received 1,333 applications. 41% of the applicants were African American, Hispanic, Asian, Pacific Islander or Hawaiian. Only 3% of the 1,333 applicants met the basic job qualifications. Of the officers who were hired, only 50% completed police academy training, for various reasons.

- V. Lisa Clark moved, and Marguerite Vacca-Kaye seconded, to approve the HRC's May 2019 meeting minutes. The vote in favor was unanimous.
- VI. A motion was made by Marguerite Vacca-Kaye and seconded by Francisco Alves to close the slate of officers as they were presented at the last meeting. Mari Lee asked if there were any further nominations from the floor, there were none. Marguerite Vacca-Kaye made a motion to accept the slate of officers as presented and Michael Baran seconded; the vote in favor was unanimous. The newly elected officers are:

Mari Lee, Chair  
Lisa Clark, Vice Chair  
Treasurer, Annette Breiling  
Parliamentarian, Chris Isleib  
Member at Large, Lee Whisner

VII. Executive Committee Report

A brief summary of the Executive Committee meeting was given by Lisa Clark.

VIII. Old Business

- a. This year's Asbury Church Block Party will take place on Saturday, June 29, 2019 on E. All Saints Street. HRC will have a table at this event.
- b. Frederick Pride took place on June 22 along Carroll Creek in downtown Frederick.
- c. Council bills adding sexual orientation and gender identity discrimination protection to the Frederick County Code were approved by the County Council last week.

- d. An Immigrant Heritage Month proclamation was issued at City Hall on June 5.
  - e. Frederick County Executive Jan Gardner along with the Mayor issued a Juneteenth proclamation on June 18<sup>th</sup>.
  - f. Lisa Clark reminded everyone about the commitment the HRC has made to support events in the community as asked that everyone do their part. Members were reminded that the HRC is collecting data on participation in community events and activities, and will present that data in the HRC's annual report.
- IX. Members who chose to do so made brief final comments.
- X. The meeting was adjourned.